

**STATE OF IOWA**  
**HUMAN RESOURCES ENTERPRISE**  
Effective 07/01/2005 - 03/23/2006

<b>SOCIAL SERVICES BARGAINING UNIT PAY PLAN</b>							
<b>FISCAL YEAR 2006</b>							
<b>PAY GRADE</b>		<b>MINIMUM</b>	<b>MAXIMUM</b>		<b>PAY GRADE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
<b>17</b>	<b>ANNUALLY</b>	<b>23,878.40</b>	<b>33,238.40</b>		<b>24</b>	<b>ANNUALLY</b>	<b>32,760.00</b>
	<b>BIWEEKLY</b>	<b>918.40</b>	<b>1,278.40</b>			<b>BIWEEKLY</b>	<b>1,260.00</b>
	<b>HOURLY</b>	<b>11.48</b>	<b>15.98</b>			<b>HOURLY</b>	<b>15.75</b>
<b>18</b>	<b>ANNUALLY</b>	<b>24,856.00</b>	<b>34,819.20</b>		<b>25</b>	<b>ANNUALLY</b>	<b>33,820.80</b>
	<b>BIWEEKLY</b>	<b>956.00</b>	<b>1,339.20</b>			<b>BIWEEKLY</b>	<b>1,300.80</b>
	<b>HOURLY</b>	<b>11.95</b>	<b>16.74</b>			<b>HOURLY</b>	<b>16.26</b>
<b>19</b>	<b>ANNUALLY</b>	<b>26,041.60</b>	<b>36,400.00</b>		<b>26</b>	<b>ANNUALLY</b>	<b>35,048.00</b>
	<b>BIWEEKLY</b>	<b>1,001.60</b>	<b>1,400.00</b>			<b>BIWEEKLY</b>	<b>1,348.00</b>
	<b>HOURLY</b>	<b>12.52</b>	<b>17.50</b>			<b>HOURLY</b>	<b>16.85</b>
<b>20</b>	<b>ANNUALLY</b>	<b>27,248.00</b>	<b>38,188.80</b>		<b>27</b>	<b>ANNUALLY</b>	<b>36,649.60</b>
	<b>BIWEEKLY</b>	<b>1,048.00</b>	<b>1,468.80</b>			<b>BIWEEKLY</b>	<b>1,409.60</b>
	<b>HOURLY</b>	<b>13.10</b>	<b>18.36</b>			<b>HOURLY</b>	<b>17.62</b>
<b>21</b>	<b>ANNUALLY</b>	<b>28,475.20</b>	<b>40,040.00</b>		<b>28</b>	<b>ANNUALLY</b>	<b>38,376.00</b>
	<b>BIWEEKLY</b>	<b>1,095.20</b>	<b>1,540.00</b>			<b>BIWEEKLY</b>	<b>1,476.00</b>
	<b>HOURLY</b>	<b>13.69</b>	<b>19.25</b>			<b>HOURLY</b>	<b>18.45</b>
<b>22</b>	<b>ANNUALLY</b>	<b>29,702.40</b>	<b>41,995.20</b>		<b>29</b>	<b>ANNUALLY</b>	<b>40,206.40</b>
	<b>BIWEEKLY</b>	<b>1,142.40</b>	<b>1,615.20</b>			<b>BIWEEKLY</b>	<b>1,546.40</b>
	<b>HOURLY</b>	<b>14.28</b>	<b>20.19</b>			<b>HOURLY</b>	<b>19.33</b>
<b>23</b>	<b>ANNUALLY</b>	<b>31,054.40</b>	<b>44,033.60</b>		<b>30</b>	<b>ANNUALLY</b>	<b>41,371.20</b>
	<b>BIWEEKLY</b>	<b>1,194.40</b>	<b>1,693.60</b>			<b>BIWEEKLY</b>	<b>1,591.20</b>
	<b>HOURLY</b>	<b>14.93</b>	<b>21.17</b>			<b>HOURLY</b>	<b>19.89</b>

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FISCAL YEAR 2006							
PAY GRADE		MINIMUM	MAXIMUM		PAY GRADE		MINIMUM MAXIMUM
31	ANNUALLY	43,492.80	64,417.60				
	BIWEEKLY	1,672.80	2,477.60				
	HOURLY	20.91	30.97				
32	ANNUALLY	45,635.20	67,516.80				
	BIWEEKLY	1,755.20	2,596.80				
	HOURLY	21.94	32.46				

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